



# The Report on the Status of Women in San Francisco Executive Summary

June 2016



Edwin M. Lee  
Mayor



**SAN FRANCISCO  
DEPARTMENT ON THE  
STATUS OF WOMEN**

Emily M. Murase, PhD  
Executive Director

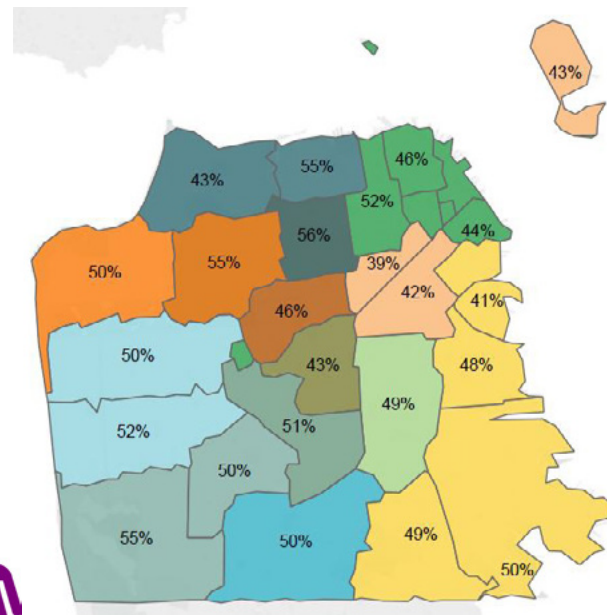
# Overview

The *2016 Report on the Status of Women in San Francisco* builds on the findings of the Department's *2009 Report on the Status of Women in San Francisco* to identify changes in condition, areas of improvement, and issues of concern. In 1998, San Francisco became the first city in the world to pass a local measure reflecting the principles of the international women's human rights treaty CEDAW (the Convention on the Elimination of All Forms of Discrimination against Women). To fulfill this commitment to the advancement of women's rights and to monitor the situation of women and formulate new policies to eliminate discrimination, we must understand current conditions of women on a range of indicators. This Executive Summary highlights some of the social, economic, political, and educational trends that affect women in San Francisco. A link to the full report with additional data, analysis, and comparisons to California and the United States is on the back page.

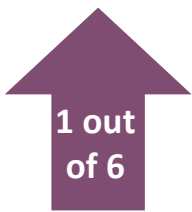
## Demographics

San Francisco's population is just over 850,000, of whom 418,428 are women and girls, an additional 54,000 women since the *2009 Report*. The ratio of women to men remained 49 percent.

Percent of Women in San Francisco by census tract



Source: San Francisco Planning Department, "Socio-Economic Profiles," May 2011 Report.



The percentage of senior women (65+) grew from 1 out of 10 in 2006 to 1 out of 6 women in 2013.

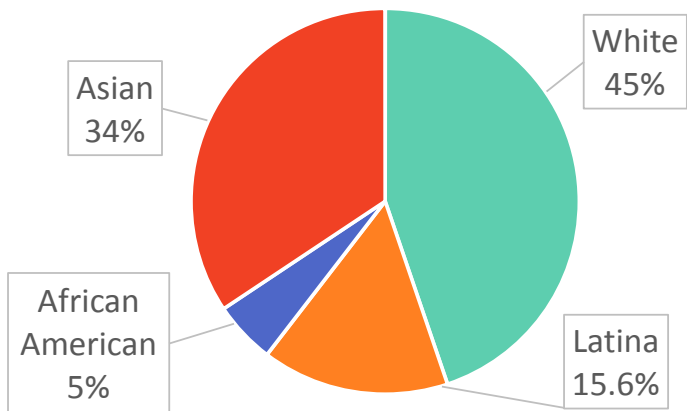


In 2013, girls (<18) were 13 percent of the female population, a decrease from 15 percent in 2006.



Approximately 2,700 female same-sex couples live in San Francisco, as counted by the 2010 U.S. Census.

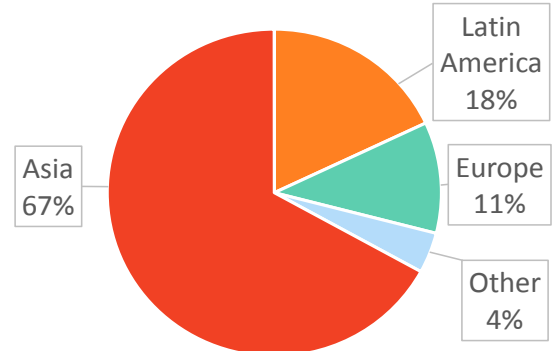
Race/Ethnicity of Women & Girls in San Francisco, 2013



Source: U.S. Census Bureau, American Community Survey 3-Year Estimates, 2013.

Of the female population in San Francisco, 150,634, or 36 percent, were born outside of the U.S.

Foreign Born Females in San Francisco by Place of Origin, 2013



Source: U.S. Census Bureau, American Community Survey 3-Year Estimates, 2013.

# Economics and Employment

**More than 20,000 women in San Francisco lived in poverty in 2014.**

- More than one-quarter of women living below the federal poverty line in San Francisco are single mothers with children at home.
- Of single mother families in San Francisco:
  - ◊ 1 in 4 Native Hawaiian/Pacific Islander moms live in poverty
  - ◊ 1 in 5 African American moms live in poverty
  - ◊ 1 in 8 Latina moms live in poverty
  - ◊ 1 in 10 Asian moms live in poverty
  - ◊ 1 in 25 White moms live in poverty

- Approximately 80,000 firms in San Francisco are owned by women, 37 percent less than the 127,385 women-owned businesses in 2007.
- Women-owned businesses account for less than 20 percent of the estimated 425,000 privately-held businesses in San Francisco in 2012.

**Women are 47% of the workforce in San Francisco.**

## The Gender Pay Gap in San Francisco

**5%**

From 2006 to 2013, the gender pay gap in San Francisco decreased by 5% for women as a whole.

Women's Earnings as a Percentage of Men's Earnings by Educational Attainment in San Francisco, 2006 and 2013			
Educational Attainment	Earnings Ratio, 2006	Earnings Ratio, 2013	Percent Change
Less than High School	74%	71%	-4%
High School Degree (Includes Equivalency)	70%	72%	3%
Some College or Associate's Degree	78%	87%	12%
Bachelor's Degree	78%	81%	4%
Graduate or Professional Degree	66%	71%	8%
<b>All Levels</b>	<b>78%</b>	<b>82%</b>	<b>5%</b>

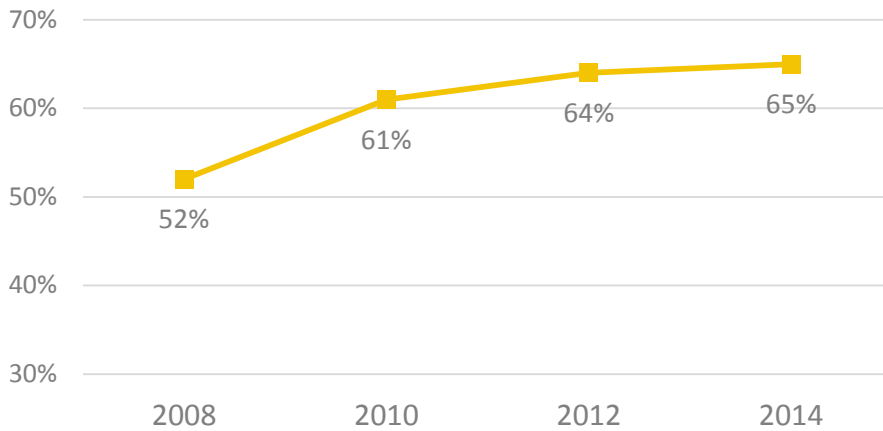
Source: U.S. Census Bureau, American Community Survey 3-Year Estimates, 2013.

- Both women with the least education (no high school degree) and women with the most education (graduate or professional degrees) earn just 71% of what men with the same education make.
- Compared to White men in 2014:
  - ◊ African American women earned just \$0.39 per dollar
  - ◊ Asian women earned \$0.42 per dollar
  - ◊ Latinas earned about \$0.50 per dollar
  - ◊ White women earned \$0.77 per dollar

# Housing

According to the California Self-Sufficiency Standard, families with children should spend no more than 35 percent of their income on housing.

Fair Market Rent as a Percentage of a Single Mother's Median Income in San Francisco



Source: U.S. Census Bureau, American Community Survey.  
U.S. Department of Housing and Urban Development.

**Women are  
1 in 3 homeless  
people in  
San Francisco.**

In 2014, fair market rent for a 2-bedroom unit was nearly \$2000 in San Francisco, comprising 65 percent of the \$36,294 median income for single mothers, an increase of 25 percent since 2008.

# Education

**More girls than boys graduated from San Francisco high schools in 2014.**

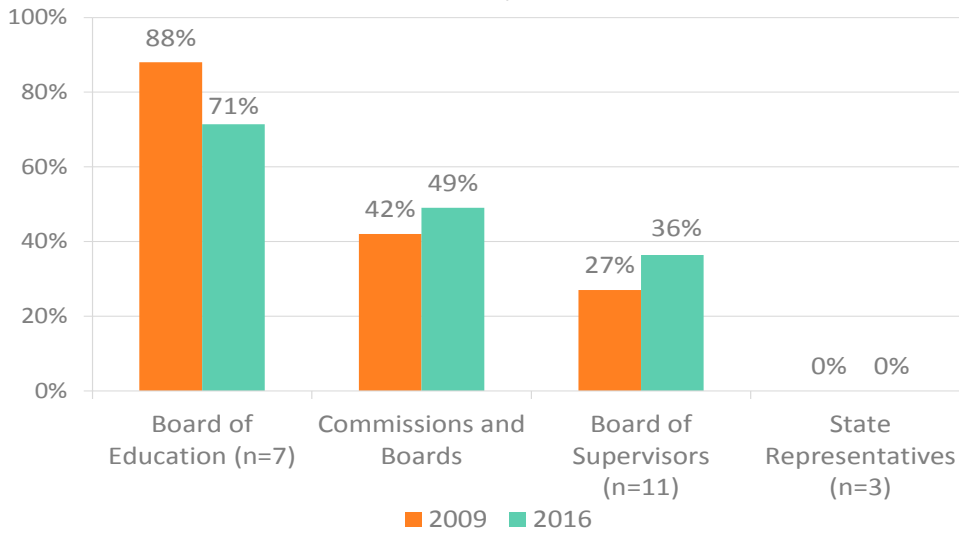
- On average, 1 in 6 women over 25 years old in San Francisco do not complete high school, compared to 1 in 8 men.
- Among Asian women in San Francisco, 1 in 4 lack a high school diploma. Yet, Asian girls had the highest graduation rates out of all students in San Francisco at 92 percent.
- Men held doctorate degrees at 40 percent greater rates than women in San Francisco in 2013.
- In 2013, 183,961 women, or 58 percent, held an Associate's, Bachelor's, or Graduate or Professional degree in San Francisco.
  - ◇ About 1 in 3 African American women had post-secondary degrees.
  - ◇ More than 1 in 3 Latina women had post-secondary degrees.
  - ◇ Roughly 2 in 5 American Indian, Alaska native, and Pacific Islander women had post-secondary degrees.
  - ◇ Nearly 1 in 2 Asian women had post-secondary degrees.
  - ◇ Almost 2 in 3 multi-racial women had post-secondary degrees.
  - ◇ More than 3 in 4 White women had post-secondary degrees.

**More women of all ethnicities attained higher levels of education in 2014 than in 2009.**



# Civic Engagement

Percent of Elected and Appointed Women Officials  
 in San Francisco, 2009 and 2016



The Department’s 2015 Biannual Gender Analysis of Commissions and Boards found that about half of nearly 300 appointees to local policy bodies in San Francisco were women.

**In 2014,  
 57 percent of  
 women in San  
 Francisco were  
 registered to  
 vote.**

Sources: San Francisco Unified School District. San Francisco Department on the Status of Women. San Francisco County Board of Supervisors. California State Legislature.

## Policy Highlights

In his 2015 State of the City Address, San Francisco Mayor Edwin M. Lee announced a “Shared Prosperity Agenda,” in which women’s empowerment was a key component. Mayor Lee committed to convening a Bay Area Women’s Summit in partnership with Oakland Mayor Libby Schaff to propose legislation, as well as public and private sector initiatives, to improve economic and social opportunities for women in our City and region.

- In April 2016, Mayor Lee signed into law the first Paid Parental Leave Ordinance in the nation to give employees in San Francisco 6 weeks of fully paid leave to bond with a new child. Supervisor Scott Wiener's legislation requires employers provide an employee compensation to complement the California Paid Family Leave partial compensation benefit so that parents receive full pay during bonding leave.
- In November 2014, Mayor Lee signed into law the Equal Pay Ordinance to require annual equal pay reports from contractors with the City and County of San Francisco. Supervisor David Campos's legislation allows the San Francisco Human Rights Commission to review compensation by sex and race and ethnicity and to investigate pay discrimination.
- In October 2013, Mayor Lee signed into law the Family Friendly Workplace Ordinance to give employees in San Francisco the right to seek flexible or predictable schedules to accommodate caregiving responsibilities. Supervisor David Chiu's legislation allows employees to ask for scheduling arrangements to provide care for children, parents, or ill family members and allows employers to deny requests only for bona fide business reasons.

## Commission on the Status of Women

Andrea Shorter, President

Debbie Mesloh, Vice-President

Nancy Kirshner-Rodriguez, Commissioner

Olga Ryerson, Commissioner

Julie D. Soo, Commissioner

Breanna Zwart, Commissioner

## Department on the Status of Women

Emily M. Murase, PhD, Executive Director

Carol Sacco, Associate Director

Natalie Alvarez, Fiscal and Policy Analyst

Minouche Kandel, Women's Policy Director

Herschell Larrick, Executive Management Assistant

Elizabeth Newman, Workplace Policy and Legislative Director

## Acknowledgments

Find the full *2016 Report on the Status of Women in San Francisco* with additional data, health and safety measures, and source citations at [www.sfgov.org/dosw/Status-Women-and-Girls-San-Francisco](http://www.sfgov.org/dosw/Status-Women-and-Girls-San-Francisco).

This report was produced for the San Francisco Department on the Status of Women by Josie Ahrens, Scott Blood, and Sydnee J. Robinson as a team project of the 2016 City Hall Fellows program under the guidance of the Department's Workplace Policy and Legislative Director Elizabeth Newman.